

Annual EEO Public File Report

**Helena Office for KIMO(FM), KMXM(FM), KMTX-FM, KBLL(FM),
KCAP(AM), and KZMT(FM)**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Stations Employment Unit that is comprised of the following stations: KIMO(FM), KMXM(FM), KMTX-FM, KBLL(FM), KCAP(AM), and KZMT(FM) and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning December 1, 2018 to and including November 30, 2019.

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station (s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 7302080 (c) (1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 7302080(c)(2) of the FCC rules.

Appendices 1,2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purpose of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 and 2 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2017 to November 30, 2018

Stations Comprising Stations Employment Unit:
KIMO(FM), KMXM(FM), KMTX-FM, KBLL(FM), KCAP(AM) and KZMT(FM)

Vacancy Information and Recruitment Source Information*

New Hires: 1

JOB TITLE : 1 Outside Sales Person

Email Address	Recruitment Source of Hiree	Total Number of Interviewees From All Sources for This Position
Craigslist.com	Craigslist.com	0
Careers@Carroll.edu	Carroll College	0
e.stearnssims@umhelena.edu	Helena College	0
hireumgrads@umontana.edu	University of Montana	0
careers@msubillings.edu	MSU Billings	0
	Radio Ads	4
	In House Resume	1

*Vacancy and recruitment information conducted by Angela Terry:
angela@montanaradio.com

Total Number of Persons Interviewed During Applicable Period: 4

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2018 to November 30, 2019

Stations Comprising Station Employment Unit:

KIMO(FM), KMXM(FM), KMTX-FM, KBLL(FM), KCAP(AM), and KZMT(FM)

Section 3: Supplemental (Non-Vacancy Specific) recruitment Activities undertaken by KIMO(FM), KMXM(FM), KMTX-FM, KBLL(FM), KCAP(AM), and KZMT(FM)

	<u>Type of Recruitment Initiative</u>	<u>Brief Description of Activity</u>
1	Studio Tour	Youth tour of radio station studios (5/16/2019) (9/26/2019)
3	Voice Talent - Internship	Periodic voice opportunities for student actors to participate in community PSA's
4	Outreach to Job Referral organizations	Radio announcements inviting organizations to receive employment vacancy notifications
5	Job Fair (2)	DJ's, managers and sales staff participated in: Helena High Job Fair (3/5/2019) DPHHS Career Fair (11/20/2019)

	<u>Enrichment Training</u>	<u>Brief Description of Activity</u>
1	RAB Webinar Training	RAB seminar on the misconceptions of radio - continuing education (1/17/2019)
2	All Staff Military Strong Training	15 Things Veterans Want you to Know Hiring and Retaining Veterans, National Guard and Reserve Personnel Supporting Veterans, Family Members and Wounded Warrior Caregivers with Flexible Work Options (8/19)
3	Montana Broadcasters Sales Clinic	Intensives Sales training workshop in Butte (9/5/19)